

WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2009 to and including March 31, 2010.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com.

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

WDRB-TV/WMYO-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. 10 PM News Producer 2/25/2009	1-32	Employee/Client Referral 4/6/2009	4
2. Morning News Editor 8/18/2009	1-32	Tvjobs.com 9/8/2009	2
3. Associate News Producer 9/3/2009	1-32	Fox41.com 10/12/2009	3
4. Account Manager #5 3/4/2009	1-32	Job News Network 6/18/2009	6
5. Account Manager #6 above 3/4/2009	1-32	Fox41.com 9/28/2009	See #4
6. Account Manager #7 9/11/2009	1-32	Fox41.com 1/25/2010	5
7. Account Manager #8 above 12/17/2009	1-32	Employee/Client Referral 1/25/2010	See #6
8. Web Content Manager 11/4/2009	1-32	Employee/Client Referral 2/1/2010	3
9. General Assign. Reporter #1 11/13/2009	1-32	Employee/Client Referral 3/8/2010	3
10. Account Executive 1/13/2010	1-32	Employee/Client Referral 3/1/2010	4
11. General Assign. Reporter #2 11/13/2009	1-32		OPEN Position

Total Number of Persons Interviewed During Applicable Period: 30

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: 10PM News Producer
2009

Posted: February 25,

Date Filled: April 6, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	2	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals	1	
X. Spalding University		
Y. Tvjobs.com	1	
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com		
CC. Center for Accessible Living		
DD. Goodwill Industries of KY		
EE. Brown Mackie College		

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COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Manager #5 & #6

Posted: March 4, 2009

Date Filled: June 18 and September 28, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	2	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals		
X. Spalding University		
Y. Tvjobs.com		
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com	4	
CC. Center for Accessible Living		
DD. Goodwill Industries of KY		
EE. Brown Mackie College		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Manager #7 & #8

Posted: Sept. 11,

2009 & December 17, 2009

Date Filled: January 25, 2010

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	2	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals	1	
X. Spalding University		
Y. Tvjobs.com		
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com	2	
CC. Center for Accessible Living		
DD. Goodwill Industries of KY		
EE. Brown Mackie College		

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COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Associate News Producer

Posted: September 3,

2009

Date Filled: October 12, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	2	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals		
X. Spalding University		
Y. Tvjobs.com	1	
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com		
CC. Center for Accessible Living		
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EE. Brown Mackie College		

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: General Assignment Reporter #1

Posted: November 13,

2009

Date Filled: March 8, 2010

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	1	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals	1	
X. Spalding University		
Y. Tvjobs.com	1	
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com		
CC. Center for Accessible Living		
DD. Goodwill Industries of KY		
EE. Brown Mackie College		

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COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Morning News Editor

Posted: August 18, 2009

Date Filled: September 8, 2009

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
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- A. WDRB Website
- B. In-House Employees
- C. Harbor House
- D. AARP
- E. IN State Employment Svcs.
- F. Neighborhood Place
- G. St. Stephen Church
- H. Southwest Job Link Center
- I. Daymar College
- J. Sullivan College
- K. Lincoln Foundation
- L. Louisville Metro Dept. of Human Resources
- M. Louisville Urban League
- N. Bellarmine College
- O. AD2 Job Bank
- P. Center for Women & Families
- Q. KY Dept. of Employment Svcs.
- R. U of L Office of Placement & Coop. Educ.
- S. KY Dept. of Vocational Rehabilitation
- T. Indiana University Southeast
- U. Minority Affairs Svcs., U of L
- V. Jefferson Community College
- W. Employee/Client Referrals
- X. Spalding University
- Y. Tvjobs.com

2

- Z. Collective Talent
- AA. National College of Business
- BB. Jobnewslouisville.com
- CC. Center for Accessible Living
- DD. Goodwill Industries of KY
- EE. Brown Mackie College

WDRB-TV/WMYO-TV

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COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Web Content Manager
2009

Posted: November 4,

Date Filled: February 1, 2010

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals	1	
X. Spalding University		
Y. Tvjobs.com	2	
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com		
CC. Center for Accessible Living		
DD. Goodwill Industries of KY		
EE. Brown Mackie College		

WDRB-TV/WMYO-TV

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COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Executive

Posted: January 13, 2010

Date Filled: March 1, 2010

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Neighborhood Place		
G. St. Stephen Church		
H. Southwest Job Link Center		
I. Daymar College		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. KY Dept. of Employment Svcs.		
R. U of L Office of Placement & Coop. Educ.		
S. KY Dept. of Vocational Rehabilitation		
T. Indiana University Southeast		
U. Minority Affairs Svcs., U of L		
V. Jefferson Community College		
W. Employee/Client Referrals	3	
X. Spalding University		
Y. Tvjobs.com		
Z. Collective Talent		
AA. National College of Business		
BB. Jobnewslouisville.com	1	
CC. Center for Accessible Living		
DD. Goodwill Industries of KY		
EE. Brown Mackie College		

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	# OF INTERVIEWEES PROVIDED BY RS <u>APRIL 1, 2009-MARCH 31, 2010</u>
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*** Entitled to receive notification of job openings**

- | | | |
|----|--|--|
| *1 | Iverson Warinner
Spalding University
851 S. 4th Street
Louisville, KY 40203
(502)585-9911 | |
| *2 | Mrs. Booker
AARP
600 W. Cedar Street
Louisville, KY 40203
(502)584-0309 | |
| 3 | Milton Finger
Lou. Metro Dept. of Human Resources
517 Court Place, Suite 301
Louisville, KY 40202
(502)754-3601 | |
| 4 | KY Dept. of Employment Services
c/o Order Taking Unit
600 W. Cedar Street
Louisville, KY 40203
(502)574-3601 | |
| *5 | I.D.E.T.S.
Indiana State Employment Services
P.O. Box 1287
New Albany, IN 47151-1287
(812)948-6102 | |
| 6 | Richard Brooks
Career Develop. Center/Skills Bank
Louisville Urban League
1535 West Broadway
Louisville, KY 40203
(502)585-4622 | |
| *7 | University of Louisville
Office, Placement & Coop. Education
Floyd Street/Cardinal Blvd.
Louisville, KY 40292
(502)852-5555 | |
| *8 | Center for Accessible Living | |

Keith Hosey
305 W. Broadway, Suite 200
Louisville, KY 40202
(502)589-6620

- 9 Ann Zeman
Bellarmine College
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000
- *10 Debbie Chandler
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195
- 11 Jeanette Carroll
Neighborhood Place
4401 Rangeland Road
Louisville, KY 40219
(502)962-3160
- 12 Jo Frye
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507
- *13 Debra Eberle or Lynn Prinz
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265
- 14 Mary Fewell
AD2 Job Bank
3400 Robards Court
Louisville, KY 40218
- 15 Melvin Turner
Minority Affairs Services Bldg.
University of Louisville
Louisville, KY 40292
(502)852-5555
- *16 Michelle Pruitt
Center for Women & Families
226 West Breckinridge Street
Louisville, KY 40201
(502)753-3204

- | | | |
|-----|---|---|
| 17 | Sherman Bush
Jefferson Community College
109 East Broadway
Louisville, KY 40202
(502)584-2327 | |
| 18 | Sherry Klein
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6504 | |
| *19 | Jennifer Harris
Lincoln Foundation
233 West Broadway, Suite 400
Louisville, KY 40202
(502)585-4733 | |
| 20 | Fox41.com
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502)584-6441 | 7 |
| *21 | Harbor House-Kay Dalton
2231 Lower Hunters Trace
Louisville, KY 40216
(502)719-0072 | |
| *22 | Tammy Southerling
National College of Business & Technology
4205 Dixie Highway
Louisville, KY 40216
(502)447-7634 | |
| *23 | Southwest Center
Attn: Brenda Tierney
8009 Terry Road
Louisville, KY 40258
(502) 935-1848 | |
| *24 | Collective Talent
1721 Richardson Place
Tampa, FL 33606
(813)254-9695 | |
| 25 | WDRB-TV In-house Employees | 2 |
| 26 | WDRB-TV Employee/Client Referrals/
Walk-Ins | 7 |
| *27 | Daymar College
Caroline Houchins | |

- 4112 Fern Valley Road
Louisville, KY 40219
(502)495-1040
- *28 Brown Mackie College
Laurel Hunt
3605 Fern Valley Road
Louisville, KY 40219
(502)810-6113
- *29 Goodwill Industries of KY
Elvin Stampely
981 S. Third Street
Louisville, KY 40203
(502)574-4070
- *30 St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210
- 31 TVJobs.com 7
Broadcast Employment Services
P.O. Box 4116
Oceanside, CA 92052
(800)374-0119
- 32 Job News Network 7
jobnewslouisville.com

(502)412-7500
- 33 Medialine.com
P.O. Box 51909
Pacific Grove, CA 93950
(800)237-8073
- 34 Louisvilleadfed.org
Robin Miller
200 Distillery Commons, Suite 100
Louisville, KY 40203
(502)_582-2444
- 35 Courier Journal/Careerbuilder.com
P.O. Box 740031
Louisville, KY 40201-7431
(502)582-2211
- 36 B-Roll.net
- 37 TVSpy.com
150 W. 22nd St., 5th Floor

New York, NY 10011

- 38 Television Week (Electronic Media)
1155 Gratiot Ave.
Detroit, MI 48207
(323)370-2415

- 39 NABJ
Boxwood Technology
billing@boxwoodtech.com

- 40 Louisville Technical Institute
3901 Atkinson Square Dr.
Louisville, KY 40205
(502)456-6509

- 41 Spots-n-Dots & spotsndots.com
167 Oakdale Rd.
Johnson City, NY 13790
(888)8842630

- 42 Employmentguide.com
5301 Robin Hood Rd.
Norfolk, VA 23513
(877)876-4039

- 43 Scott Jones
Society of Broadcast Engineers
kjones@sbe.org
(317)846-9000

- 44 Broadcasting & Cable Classifieds
Yuki Atsumi, Multichannel News Classifieds
360 Park Avenue South, 14th Floor
New York, NY 10010
(646) 746-6949

- 45 Ajilon Financial Services
101 Bullitt Lane, Suite 206
Louisville, KY 40222
(502) 339-9007

- 46 Credit Manager's Association
Kim Schoenbachler
kimsc@orrcorp.com
(502) 774-6462

- 47 RTNDA.com

- 48 Marketing Ideanet
602 Communications
602communications.com

(919)217-4438

Total Interviewees Over Reporting Period

30

WDRB-TV/WMYO-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2009 TO MARCH 31, 2010

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
4/1/09 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications or Human Resources receive credit hours for training. During this reporting period, we have had one intern in our News Department. She attended Western Kentucky University. We had two interns in our Production Department. One was from Western Kentucky University and one from Indiana University.
4/1/09 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting career they are interested in. During this reporting period, News Anchor Barry Bernson hosted one student from Western Kentucky University and one from the University of Louisville. News Producer Kaitlin D. hosted a student from Western Kentucky University. News Director Jennifer K. hosted a student from the University of Louisville. News Anchor Elizabeth Woolsey hosted a student from Western Kentucky University. News Reporter Jennifer Baileys hosted two students. One from Louisville Male High School and one from Moore Middle School.
4/1/09 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
3/4/10	Louisville Office of Employment & Training Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.
3/24/10	Louisville Urban League Career Expo. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/09 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/09 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/09 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com. We are an Equal Opportunity Employer.

EEO Report Narrative Statement

The Commission's new EEO rules became effective March 10, 2003. Since the new rules became effective, Independence Television Company has used several recruiting methods as job positions have become available in the station employment unit, which is comprised of WDRB-TV and WMYO-TV. In addition, Independence Television Company is developing long-term recruitment and outreach initiatives.

Independence Television Company has had several job openings at all levels of its operations. Since April 1, 2009, Independence Television Company has filled 9 full-time positions. Independence Television Company used several methods to recruit for these open positions. Some of the most successful recruitment sources have been advertisements placed on the Job News Network (jobnewslouisville.com), TVJobs.com website, our own WDRB-TV website (fox41.com), and employee and client referrals. Independence Television Company also has developed recruiting relationships with several area colleges, including the University of Louisville, Spalding College, Bellarmine College and Indiana University Southeast. Finally, Independence Television Company recruited job applicants at the Louisville Office of Employment and Training Job Fair and the Louisville Urban League Career Fair, which we participated in.

In addition to participating in the career fairs, Independence Television Company's long-term recruitment and outreach initiatives include a continuing commitment to educational and career guidance. Independence Television Company has developed a "Job Shadow" program for high school students that allow them to "shadow" station employees as they work. This program will allow students to observe first-hand the operations of the broadcast industry and explore broadcasting career options. Independence Television Company has also developed a college internship program to allow college students majoring in broadcasting to earn college credit while gaining hands-on experience in the broadcast industry. We continue to seek out new recruitment sources that would like to be notified of job openings. Moreover, Independence Television Company will continue to develop new outreach and recruitment methods in furtherance of its EEO program requirements. We are proud of the programs that we currently use but we are always looking for opportunities to improve and add to our existing programs.